

# U.S. Army, Europe DPW offers tips on career development

*(Thanks to Fred Wissel, Europe District Civil Engineer for providing the following information)*

Several professionals presented information on career development at U.S. Army, Europe's DPW academy meeting. Some of the topics covered include CP18, Resumix and Priority Placement for Non-Displaced Workers. Here are a few of the highlights.

*The following points are from Hugh Exton, ADCSENGR and Career Program Manager for CP18 at USAREUR.*

- Mobility is important in your career if you wish to advance. Europe is a great place for advancement due to turnover and job possibilities. You must get supervisory experience in order to advance. It also helps to have experience in several functional areas.
- If you are a supervisor, you must support the CP18 career program and pass along information to your employees.
- It is up to you to make the system work for you.

*The following points are from Louise Crowell, Executive Secretary of CP18, Headquarters USACE.*

- Use the website ([www.hq.usace.army.mil/cehr/c/mainhrc.htm](http://www.hq.usace.army.mil/cehr/c/mainhrc.htm)) for this program. This is the largest career program in the Army with almost 17,000 registrants.
- The major functions include engineering, civil works planning, project and program management, construction, operations, facilities, environmental, and research and development.
- The Army has a Leadership Development Program with recommended courses to take, as well as when to take them in your career. There is also an Executive Development Program for developing a pool of highly qualified candidates for key GS15 and Senior Executive Positions.
- Numerous high ranking positions throughout CP18 require professional registration. Since it is used as a factor in selection, it is highly recommended that you pursue registering.
- ACTEDS (Army Civilian Training, Education and Development System) is a plan for civilians to help determine what schools and training should be taken.

*The following points on Resumix are from Rose Mandello and Mary Rodriguez from CPOC.*

- You can update your generic resume by responding to a specific job announcement. However, if there is a potential time problem involved between the amount of time the announcement is advertised and the amount of time it takes to update your resume, send it electronically, and have it accepted and revised in the system. You can only have one resume in the system at one time.
- The system can do a skills search without announcing a job for GS12s and below. GS13 vacancies will still be announced and you have to indicate interest.
- Resumes are generic and prepared prior to responding to a specific job announcement for GS13s only. They are entered into the system electronically. Job announcements no longer indicate KSA's.
- For GS11, GS12 and GS13 positions, Resumix will now be used in those locations where the system is currently in operation. (For GS14 and GS15 vacancies, the SKAPS system through USACE will still be used.)

*The following points on the Priority Placement Program for Non-Displaced Employees are from Frank Roig from CPAC.*

- The Priority Placement Program (PPP) for Non-Displaced employees guarantees a position but does not guarantee geographic location.
- If you have return rights to the same or higher grade, you cannot register on PPP. If you have return rights to a lower grade you can register on PPP six months before your DEROS but you may not register for the grade to which your return rights exist.
- If you have return rights, after 90 days, you must register down to all lower grades except the grade to which your return rights exist.

*See your Civilian Personnel Advisory Center for additional information.*